

**Enfield 2017 Trade Union Meeting
Wednesday 15 November 10.35 a.m.
Decision Notes and Actions Arising**

Attendees:	LBE	Trade Unions	Apologies
	Julie Mimmagh Trevor King/Linda Sharp	Christine Sesstein (Unison) Paul Bishop (Unison) Terry Smith (Unite)	None received
	Note-taker – Diane Adams	Anna Woodcock (GMB)	

		ACTION
1.	PRP for Hay Graded Staff	
	<p>Julie Mimmagh</p> <p>The current thinking is to pursue the trade union option to return to incremental progression through experience. It should be noted that this is not a cost-cutting exercise.</p> <p>TUs wanted to know if the intention is to return to NJC terms and conditions. JM didn't believe this is the intention but will ask TG to confirm.</p> <p>TG confirmed managers will remain on JNC terms and conditions.</p>	TG
2.	Women into Leadership	
	<p>Julie Mimmagh</p> <p>A number of focus groups for staff PO1 and above have been completed. A draft report is being finalised with recommendations. JM is working with a group of women who would like to be involved with the next stages. The report will be ready to go to EMT in December.</p> <p>Some recommendations will be implemented immediately.</p> <p>PB queried if managers on recruiting panels are trained in recruitment. He stated that all managers on recruiting panels should be trained and retrained on a regular basis; there should be refresher training every couple of years. JM assured the unions that all managers on the recruiting panels were trained and confirmed she will be reviewing interviewer guidance and training which will recommend re-training and will enhance unconscious bias training.</p>	

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		ACTION
3.	Street Works Team Restructure	
	<p>Trevor King/Linda Sharp</p> <p>TK presented the report for the proposal of some new posts and a deletion resulting in the growth in the team from 11 to 13 posts. The report explains the reason for the new posts (to focus more on compliance) and explains how the cost will be funded through additional income to achieve a neutral cost for the change.</p> <p>New JDs need to be finalised for new posts so the proposed grades are indicative at the moment.</p> <p>Due to vacant post, there will be no redundancies.</p>	
4.	Organisation Development Manager	
	<p>Julie Mimmagh</p> <p>A report was presented for the proposal to delete the post of Head of Organisational Development with effect from 1 April 2018 as part of the savings for 2018/19. This is in line with the organisation design principle of increasing spans of control for managers. The duties of this post will be incorporated into the role of Head of HR Operations.</p> <p>The unions are dissatisfied with the decision to delete the Head of OD post and would like the CEx to be invited along to the next TU meeting on 29 November to discuss this proposal.</p>	TG
5.	Cultural Audit	
	<p>Julie Mimmagh</p> <p>The report from Human Synergistics has been provided. Top lines have been fed back to CEx and EMT and will be presented at the Senior Leaders' Forum on Thursday. We are aiming to move to a more constructive culture which will help everyone in the organisation, but we have some way to go. We have listened and will be working with staff to address any issues raised.</p> <p>JM to speak to Jo and Kate from Human Synergistics to provide feedback to this group.</p>	JM
6.	Notes of the previous meeting 1 November 2017	
	<p>All agreed</p> <p>D Wilson report resent to TUs</p> <p>Regeneration & Planning - affected population resent to TUs</p>	

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		ACTION
	Whitewebbs Park Golf Course - affected population resent to unions	
7.	Any Other Business	
	None	
	Date of Next Meeting	
	Wednesday 29 November 2017 - 10.30 a.m. Tony Gilling's Office, 4th Floor	

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